



## Teaching Staff Assessment

### KYT - Know Your Teacher

Name	Neeraja.P.M
ID	Nee19012400062
Date of Test	30/01/2019
Email	sample@gmail.com
Phone No.	

## Job Based Competency Analysis

**[As per ISCO (International Standard Classification of Occupation) Norms and NOS (National Occupational Standards)]**

*During the time of hiring, the schools look for candidates with certain job competencies. After hiring, however, the competencies shown by the candidates in the work situation do not often match the expectations of the school. The incidents happen in the school in the recent past emphasizes the need for school management to analyze and understand the behavior of the existing non-teaching staff or candidates during the time of hiring for better productivity operational efficiency and performance excellence.*

*Every job needs certain competencies and it varies from jobs to jobs. Before recruitment, the competency required in a job can be mapped against the skill set of a person for the best job match (Job-fit analysis) so that the school management can hire the right fit person for the job with confidence.*



# Behavioural Competencies :

## Profile Compatibility Details

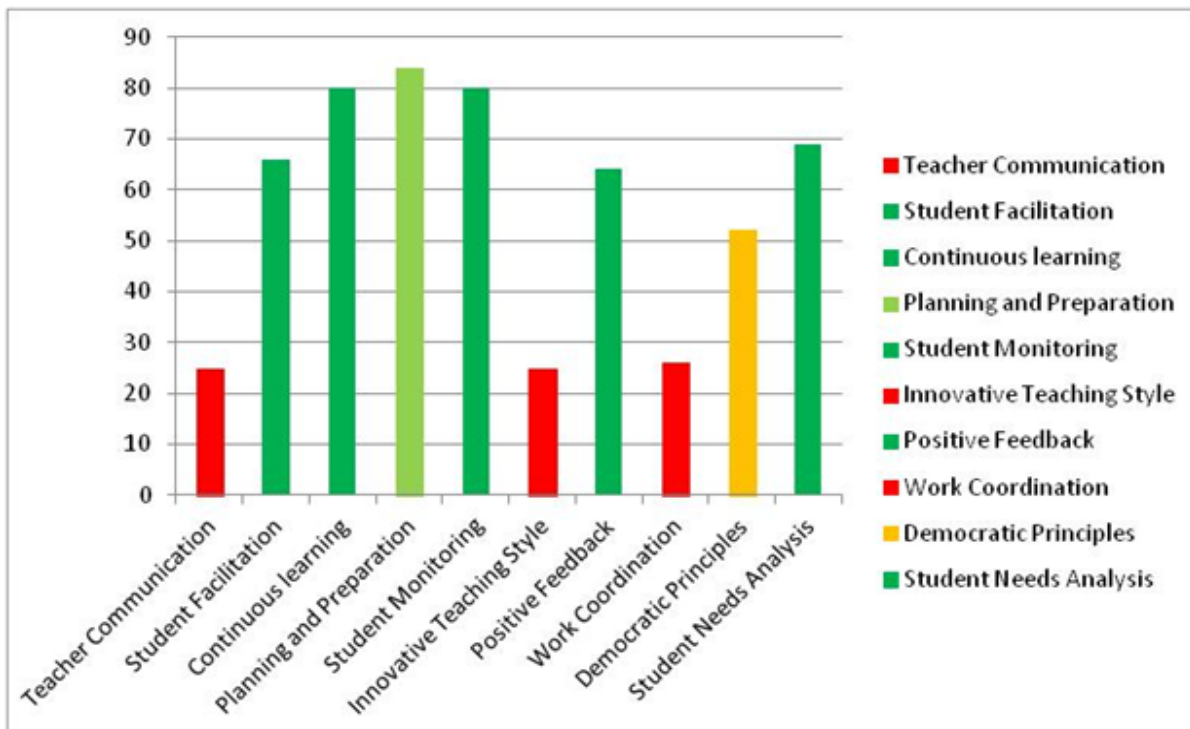
Profile compatibility gives an understanding of the overall capability of an individual to deliver the expected performance in a specific job. One should consider the profile compatibility % only if the profile competencies are well defined. Every person has the potential to succeed and excel, provided she is in the right job.

**Profile Compatibility - 57.0%**

**Profile Compatibility (considering competency order) - 57.3%**



## Competency Details in Profile



KYT Teacher Communication

Insufficient (25.4%)

Ability to present ideas effectively and persuade the students to do their best. High scorers will be able to use all the channels of communication, namely visual, auditory and kinesthetic channels, to present their ideas convincingly to all types of students of varying thinking preferences. They will listen carefully to the students, manage interaction, generate and maintain the subject interest in the class and get the message across to all. They will effectively transmit knowledge, skills, values and their caring for them.

KYT Student Facilitation	Good (65.3%)	Ability to trust and support the students, set targets, and help them to achieve. High scorers will create an atmosphere of confidence, openness and positivity, and make the students feel that they can do well. They will be aware of the learning experience of students, encourage them to take more control of their learning process, and provide them all support. They will build trust, recognise the talents and capabilities of the learners and promote their participation.
KYT Continuous learning	Very Good (79.6%)	Ability to gather relevant information to enhance knowledge and capabilities as a teacher. High scorers will be perpetual seekers of knowledge. They will grasp ideas faster and spend time in looking for the latest and the most relevant information in their field. They will constantly enhance their knowledge, increase own competence and give their students more than the standard curriculum.
KYT Planning and Preparation	Very Good (83.7%)	Ability to plan the sequence of teaching, learning and assessment process as per the syllabus. High scorers will understand the importance of teaching-learning-performance aspects of education, employ effective teaching methodology, evolve relevant activities, and integrate them into the process. They will be able to develop the desired learning goals for the students, and transfer the necessary skills by creating a step-by-step procedure for them.
KYT Student Monitoring	Very Good (79.6%)	Ability to regularly verify and track the behaviour and performance of students. High scorers will keep themselves informed of the progress of their students and maintain personal contact with them. They will be aware of the performance details of the students and keep the stakeholders informed about their progress. They will regularly guide the students, and ensure that they complete the term successfully.
KYT Innovative Teaching Style	Insufficient (25.2%)	Ability to create new ideas and styles to awaken the interest of students in learning and other activities. High scorers will be intuitive, able to think out-of-the-box and will have rare teaching insights. They will constantly seek and experiment with new ideas and try to find alternative ways to improve the teaching, learning process. They will awaken their imagination of students, and inspire them to discover and invent new answers and solutions.
KYT Positive Feedback	Good (64.0%)	Ability to give helpful inputs to enhance the performance of the students. High scorers will actively notice and constantly validate the learning and other behaviour patterns of their students, record their progress, and maintain personal contact so as to give them positive feedback. They will focus on the behaviour and not on the person, while sharing the information. They may also use this insight to continuously evaluate the effectiveness of their own teaching process.
KYT Work Coordination	Insufficient (26.2%)	Ability to combine and integrate different elements for smooth functioning of the class and the Institution. High scorers will put ideas and people together, communicate effectively, lead, guide and co-ordinate educational activities and programmes smoothly and effectively. They will systematically define tasks and approaches, link them with the overall work-flow, and function closely with students, colleagues and the institution.
KYT Democratic Principles	Fair (52.4%)	Ability to instill democratic principles and values through teaching learning process. High scorers will follow democratic process in the class room situation, give equal opportunity to all, understand individual differences, and negotiate justice, respect and responsibility. They will be student-centered, use helpful strategies, check for reactions and feedback, and evaluate the learning process on a long term perspective.
KYT Student Needs Analysis	Good (68.5%)	Ability to identify and analyse the performance needs of students and integrate the required changes. The high scorers will look at the learning needs of their students from many angles, analyse their academic deficiency, and take remedial actions. They will be flexible in their approach, work in different levels with different students to improve their performance.

## Strengths in General

*The characteristics included in "Strengths in General" are descriptions of basic patterns in personality which the candidate exhibits generally. They may or may not have a direct impact on the specific job to be considered.*

### The Strengths in General are as follows for Neeraja.P.M

- ✓ **Is very fascinated by future possibilities**
- ✓ **Is very much aware of the potential of new and old ideas and products**
- ✓ **Can easily identify the positive effects and potential consequences new ideas and products**
- ✓ **Is considerate, caring and accepting**
- ✓ **Makes people feel important and believes that everyone is interdependent**
- ✓ **Sees the self in relation to the environment**
- ✓ **Has a strong sense of being connected to the place of living and work**
- ✓ **Likes to be always doing something**
- ✓ **Plans free time around sports, exercises, hobbies and other activities**
- ✓ **Is interested in learning from wherever, people, activities, things, life and work**
- ✓ **Constantly updates knowledge**
- ✓ **Thinks in terms of goals in a given context**
- ✓ **Always excited and energized by goals**
- ✓ **Always sets challenging goals to achieve**
- ✓ **Feels constant need for achievements**
- ✓ **Treats information in linear sequence, step by step, in all its detail**

## Tips for enhancing efficiency

*Even when people get very high rating in certain competencies, the insufficiency of the complementary patterns or the interference of other patterns may result in ineffective responses. The tips will caution them against such possibilities and encourage them to consistently focus on optimum performance.*

- ✓ **Avoid getting involved in irrelevant activities**
- ✓ **Be practical**
- ✓ **Develop a broader perspective**
- ✓ **Focus on quality**
- ✓ **Learn to edit the ideas and make them practical**
- ✓ **Learn to prioritise**
- ✓ **Practice self management**

- ✓ **Practice using present tense in your communication**
- ✓ **Translate knowledge into action**

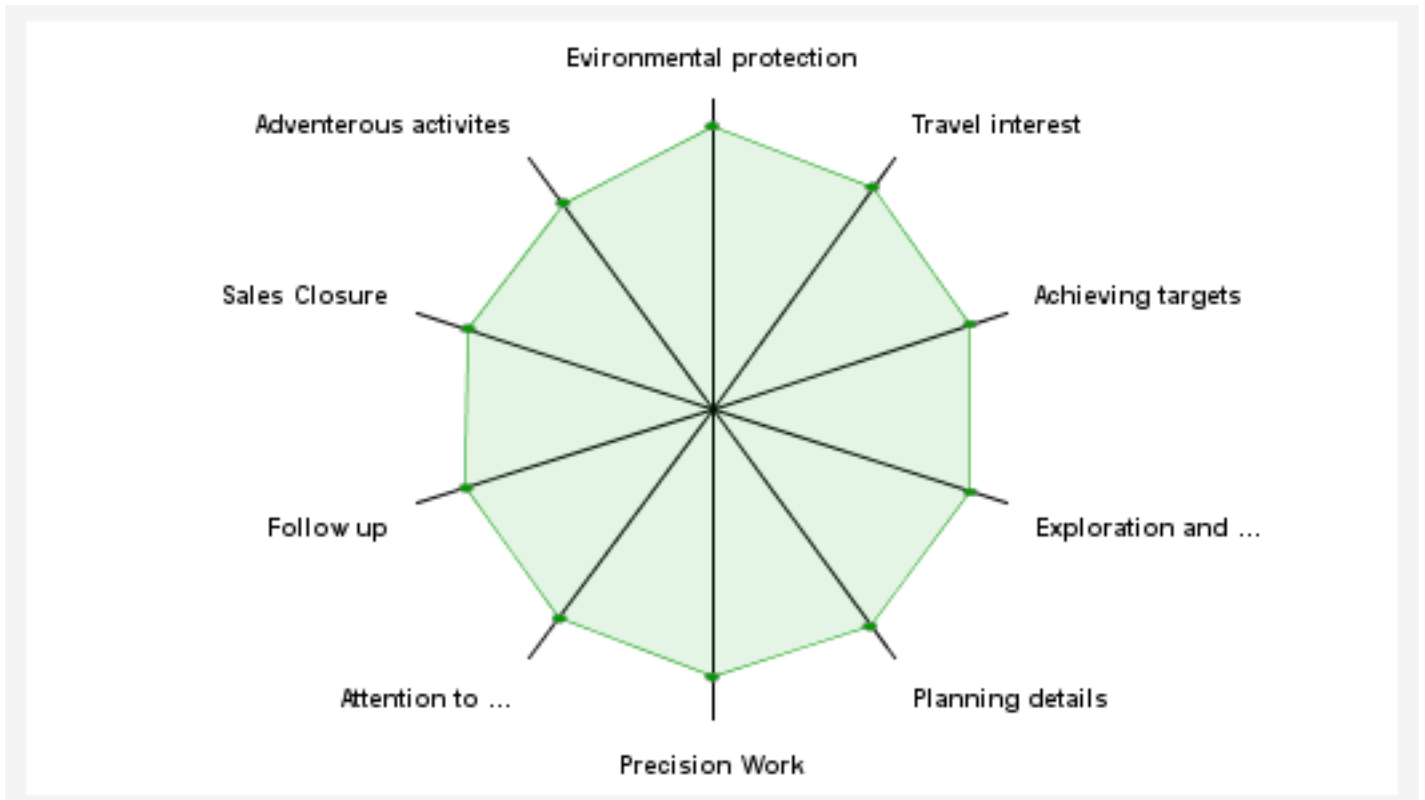
## Suggested Training

*Suggested training is another feature included in the report. It helps the HR department to identify and fine-tune the individual training needs of the employees so that very specific training can be imparted to improve their work efficiency and overall productivity. The training programmes suggested are relevant to each job profile. They vary with different profiles.*

- ✓ **Active Listening Skills**
- ✓ **Differential thinking**
- ✓ **Divergent thinking**
- ✓ **Innovative thinking**
- ✓ **Leadership skills / Decision Making**
- ✓ **Narrative Imagination**
- ✓ **People skills**
- ✓ **Right brain activities**
- ✓ **Visual processing**

## Top Competencies

*(Top competencies show the best employability skills of an individual. They are not related to any job profile. Competencies, in general, are combinations of several personal patterns coming together to create specific abilities of the individual. They are interactive and not static. They may interact with other patterns and situations and can be consciously improved as the individual takes in more information in specific situations.)*



## Top Competencies Explanation

Environmental protection	Very Good	Interest in taking care of the environment and natural resources. High scorers will usually be also the activists who like to take care of the planet and they will not feel comfortable to see the destruction or wastage of resources.
Travel interest	Very Good	Desire to move temporarily out of familiar environment for leisure or business purposes. High scorers will be fascinated by varying locations, movement and travel. They will plan their time in organising such events.
Achieving targets	Very Good	Ability to develop and improve own competence to achieve what is desired. High scorers will think in terms of targets to achieve, keep on setting challenging goals and will be motivated from within.
Exploration and Discovery	Very Good	A systematic search to access unknown territories. High scorers will enjoy exploring new areas, be interested in locations and marvels of nature.
Planning details	Very Good	Ability to plan and execute business details to maximize productivity. High scorers will be able to think in terms of future possibilities, analyse symptoms, identify faults and find solutions, and move away from potential dangers.
Precision Work	Very Good	Ability to do work with technical and scientific exactness. High scorers will be able to work out things precisely, exactly and with details, keep to the processes and procedures, and enjoy working with the hands.
Attention to Details	Very Good	Ability to work with details, step by step, in an orderly manner. High scorers will handle small pieces of information well, work systematically and in sequence.
Follow up	Very Good	Ability to monitor and keep track of assigned actions. High scorers will work systematically, enforce compliance and keep track of everything.
Sales Closure	Very Good	Ability to help the customer to make a buying decision and close the deal. High scorers will be able to complete a task methodically and successfully, motivate customers into buying and think in terms of targets to achieve.

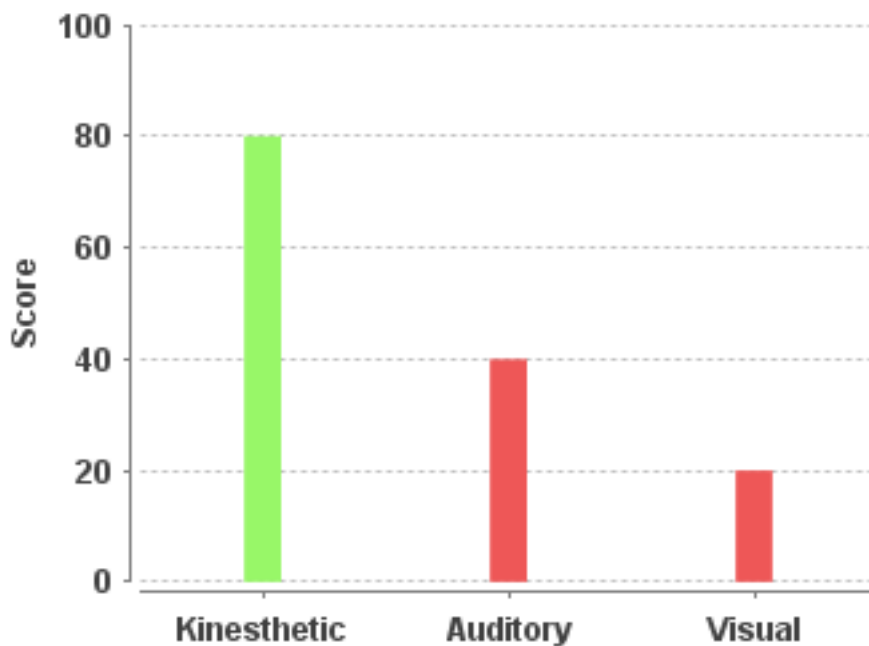
Adventerous activites      Very Good

Inclination to undertake new and daring activities. High scorers will be highly motivated, love to take risks, be adventurous, always active and full of energy.

## VAK Analysis

(Note: A person gets information through 5 senses for brain to process. However, 3 senses are more prominent. They are 1) through visuals(eye), 2) through Auditory(ear) and 3) through Kinesthetic - feelings / touch / movements. This will determine the dominant learning style. It is known as VAK Analysis (Visual,Auditory & Kinesthetic). It is based on modalities—channels by which human expression can take place and is composed of a combination of perception and memory. Although we use all of the representational systems, we tend to have a preference, just like there are people who prefer certain types of food.)

The below chart will indicate whether the person's best learning preference is 'by observing' or 'by listening' or 'by



As per the VAK Analysis Neeraja.P.M's best learning preference(s) is by 'Doing'.

First Preference for Neeraja.P.M :

- \* Do lots of self experiments on the subjec
- \* Listen to some soft music while studying
- \* Use markers to highlight or underline key points while taking notes
- \* Take frequent breaks while studying / revision
- \* Involve in activities related to subjects
- \* Use colour pens / pencils while taking notes
- \* Do imagine or visualise what has been taught / notes taken
- \* Try to transfer the subject information from the text to other formats like bullet points, mind maps and sign language
- \* Combined study with group activities / acting, role-playing on the subject will help a lot
- \* Always take notes



## About ComPAS Now™

*ComPAS Now™ Competency Profile Test is an on-line skill assessment software to identify and assess the competencies of the candidates and to match them to job profiles. It helps the corporate world to make informed choices regarding their employees at the time of hiring and promotion.*

## Tools used by ComPAS Now™

*All the statements in the Test are based on Neuro-Linguistic Programming (NLP), a branch of Behavioural Psychology of the modern day.*

*Using NLP Tools we at ComPAS Now™ pick up Behaviour and Response Patterns in people in different life situations. The response patterns may vary in different contexts. Hence the patterns are checked in various contexts.*

## Profile Selection

*People develop different patterns that work well in certain contexts. These patterns determine their capabilities and skills-sets, attitudes and preferences, beliefs and values. Each pattern has its own merits and demerits. Understanding the personal patterns and their right mix for specific jobs is the first step towards a successful career and performance excellence.*

*For example, if a person is very proactive and loves challenges and risks for their own sake, s/he will be good at racing events and adventurous sports. With a bit of process orientation the same person can be employed in jobs requiring quick, structured and daring action like fighter pilots, mine clearing and so on. Along with this proactive nature if s/he has sufficient attention to details and people orientation, s/he will spur people into action and enjoy getting things done.*

*Suppose we pick up a pattern like, "I can focus on anything only for a short time", it only means that the person needs frequent breaks in the work. By default, s/he will be the one who is able to do multi-tasking which requires short-term focus. On the other hand, a person with long-term focus will be able to concentrate for a long time analysing, criticising and evaluating ideas. However, s/he will not be able to do multi-tasking. Vice-versa, a person with short-term focus cannot do jobs requiring research and analysis.*

*If somebody is always finding faults, complaining and criticising, we tend to avoid that person. But s/he is the best hand at trouble shooting, because s/he sees first the problems and the mistakes. S/he can also be a great asset in identifying possible threats in strategic planning.*

*Team work is the buzz word, now-a-days, in the corporate world. Therefore we tend to shun a person who is withdrawn, reserved and aloof who feels uncomfortable to work in a group. However, such a person can be highly productive and very efficient in situations where independent decisions and their implementation are important.*

*It is possible that a person is uncomfortable with strangers. Sitting next to other passengers in a train, for example, s/he may not speak a word to them for the entire stretch of that journey. We may not consider such people for sales and marketing, but they may be the best choice to work in sensitive and confidential areas.*

*Every person has the potential to succeed and excel, provided s/he is in the right job.*

***Notice: Please note that this report does not measure/consider a candidate's education, training, or work experience. This report is provided solely as an HR tool to assist those interviewing, assessing and training this candidate to access more pertinent and in-depth insights into personal behaviour and response patterns in different work situations.***